

**CITY SCHOOL DISTRICT OF THE CITY OF NORWICH  
BOARD OF EDUCATION**

**August 20, 2012**

The Regular Meeting of the Board of Education of the City School District of the City of Norwich, in the County of Chenango, New York, was held in the District Office Conference Rooms #1 & #2, 89 Midland Drive, Norwich, New York, in said District on Monday, August 20, 2012.

**PRESENT:** Mrs. Heather Fredenburg, President; Dr. Linda Horovitz, Vice-President; Mr. Joseph McBride; Mr. Thomas Morrone; Mr. Luke Murphy; Mr. Perry Owen; Mr. Joseph Stagliano; Mr. Gerard O'Sullivan, Superintendent; and Mr. Robert Wightman, District Clerk.

**ABSENT:** None

Mrs. Fredenburg, President, called the meeting to order at 6:30 p.m. with the Pledge of Allegiance to the Flag.

**I. ADOPTION OF MINUTES** – On a motion by Mr. Morrone, seconded by Mr. Stagliano and carried 7-0, the minutes from the July 2, 2012 Reorganizational and Regular Meetings of the Board of Education were approved.

**II. WRITTEN COMMUNICATIONS** – None

**III. ORAL COMMUNICATIONS** –

**A. General** – None

**B. Positive Points** – Mr. O'Sullivan indicated that all of the buildings were in excellent condition in anticipation of the start of school in 2 weeks. Bus Routes for the 2012/13 school year will be published tomorrow in the Evening Sun. Fall Sports had begun. Mr. O'Sullivan indicated that he recently hiked Hillcrest, and will be working with Greenway Trails to help further develop pathways around the site. The District has recently reached agreement with the NEO and Principals on NYS APPR Plans, and has a tentative collective bargaining agreement with NESSA. Mr. O'Sullivan thanked all members of the negotiating teams for all of their efforts.

**IV. DISCUSSION ITEM** –

**A. Board Review & Planning – Board Governance (John Lynch)** – Mr. Lynch conducted a brief presentation to the Board on their legal and statutory responsibilities including fiscal oversight in their capacity as school board members. Mr. Lynch reminded the Board that they act as a policymaking body within the District and have no day-to-day responsibilities. The Board acts as one body representing a common constituency and has no independent authority. Mr. Lynch then went on to speak about the mechanics for conducting Board Meetings, Managing Public Comment and Executive Sessions. Mr. Lynch described appropriate protocols to be used during those meetings and referenced material contained in an exhibit from Robert Freemans pamphlet on NYS Open Government.

**V. PUBLIC COMMENT** -

Linda Evans - spoke about recent NYS Regulations regarding head injuries and her concern that plans not only be limited to address interscholastic sports and physical education but to open up other areas such as in the classroom as well.

Susan Fertig - spoke to the Board about a "Moral Compass", that there are two sides to every story and that a person is innocent until proven guilty. She encouraged the Board to keep an open mind.

Pete Smith - spoke about his concerns and rationale for calling a special Board of Education Meeting on morning of June 7<sup>th</sup>; he also asked about the concept of semestering, and whether or not this type of schedule should be brought back in the future. Mr. Smith also asked the Board to have an in depth discussion about the SUNY Morrisville program.

Sandra Frank - spoke about her concerns regarding a change to the transportation policy regarding one designated student pickup and drop off for the 2012-13 school year.

Eric Cunningham – complimented the Board and District on the recent APPR negotiations, and indicated how positive the tone of the overall negotiations went. Mr. Cunningham indicated that everyone on both sides was very excited to have reached a settlement in these types of negotiations in only 4 meetings!

**VI. PERSONNEL RECOMMENDATIONS** – On a motion by Mr. Stagliano, seconded by Mr. Morrone and carried 7-0, the Board approved the following instructional staff and support staff recommendations:

**Instructional Staff**

**Appointments - Probationary**

Name	Position	*Salary	Effective (Begins/Ends)
Brian Collier	Social Studies	\$41,150	09/04/12 – 12/05/14
Sara Locke	Elementary	\$40,098	09/04/12 – 09/04/15
Matthew Morley	Social Studies	\$44,577	09/04/12 – 09/04/14
Samantha Valashinas	Elementary	\$41,650	09/04/12 – 09/04/15
Heather Fink	Elementary	\$41,300	09/04/12 – 09/04/15
Caitlin Stamp	Elementary	\$41,600	09/04/12 – 09/04/15
Suzanne Scafidi	Elementary	\$42,477	09/04/12 – 09/04/15
Alyssa Jutting	Music	\$39,500	09/04/12 – 09/04/15
Brian Dwyer	Earth Science	\$42,801	09/04/12 – 09/04/14
Jane Babik	English	46,747	09/04/12 – 09/04/15
Sarah Waters	Foreign Language	\$43,185	09/04/12 – 09/04/14

**Appointments – Coaching**

Name	Position	*Salary
Marie DeSarro	Cheerleading	\$4,989
Danielle Suda	Cheerleading	Volunteer
Shaun Horan	Cross Country	\$4,989
John Martinson	Football Varsity	\$7,574
Mike Chrystie	Football Varsity Head Asst.	\$6,254
Tom Stoddard	Football Assistant (Varsity)	\$4,989
Kurt Edwards	Football Assistant (JV)	\$4,989
Tim Foote	Football Assistant (JV)	\$4,989
Matt Dowling	Football Assistant (Modified)	\$4,989
Phil Curley	Football Assistant (Modified)	\$4,989
Zach Stratton	Football	Volunteer
Mark Ward	Football	Volunteer
Robert Branham	Golf	\$4,989
Steve Prime	Soccer Varsity Boys	\$6,254
Rich Turnbull	Soccer Modified Boys	\$4,089
Dianne Fiorina	Soccer Varsity Girls	\$6,254
Gloria Decker	Soccer JV Girls	\$4,989
Bill Spittler	Soccer Modified Girls	\$4,089
Kevin Diefenbacher	Swimming Varsity Girls	\$7,574
Sandra Gantt	Swimming Modified Girls	\$4,089
Teresa Woodard	Swimming Diving	\$4,089
John Stewart	Tennis Girls Varsity	\$4,989
Nicole Brooks	Tennis Girls Modified	\$4,089

**Appointments – Coaching Cont.**

Name	Position	*Salary
Shelly Alger	Volleyball Varsity	\$4,989
Stacy Kline	Volleyball JV	Volunteer
Mary Nezat	Volleyball JV	\$4,989

**Appointment – Athletic Coordinator**

Name	Salary
Art Rigas	Per diem 7/1/12 to 8/31/12; \$40/hr 9/1/12 to 6/30/13

**Appointments – Extra Curricular**

Name	Position	Building	*Stipend
Julie Salerno	Student Council Co-Advisor	PB	\$952
Heather Frink	Student Council Co-Advisor	PB	\$952
Kathleen Pfeifer	Art Club	PB	\$1,266
Mandy Gyles	Friendship Club	PB	\$1,112
Amy Marvin	Friendship Club	PB	\$1,112
Rebecca Evans	OM	PB	\$896
Greg Maistros	Jazz Ensemble Advisor	HS	\$3,489
Jamie Carrier	Jazz Ensemble Asst.	MS	\$2,855
Jamie Carrier	MS Musical Co-Advisor	MS	\$1,427.50
Jamie Carrier	Marching Band	MS	\$7,367
Alison Rehn	MS Musical Co-Advisor	MS	\$1,427.50
Matt Wilson	Art Club	MS	\$1,266
Mark Sands	HS Musical	HS	\$4,997
Richard Bernstein	Senior Class Advisor	HS	\$3,489
Kelly Collins-Colosi	Junior Class Advisor	HS	\$1,427.50
Bethany Stephens	Junior Class Co-Advisor	HS	\$1,427.50
Eric Portelli	Sophomore Class Advisor	HS	\$2,224
Sara Case	Freshman Class Co-Advisor	HS	\$1,112
Christine Gorr	Freshman Class Co-Advisor	HS	\$1,112
Jeffrey Magacs	Asst. Field Band Director	HS	\$2,855
Jamie Maholchic	National Honor Society	HS	\$1,112
Alison Locke	National Honor Society	HS	\$1,112
Lorry Chwazik	Natoli Committee Advisor	HS	\$1,266
Bethany Stephens	Pep Club Advisor	HS	\$2,224
Rich Turnbull	Student Council Advisor	HS	\$3,489
Chris Klatt	US First Advisor	HS	\$2,855
Kelly Collins-Colosi	SADD Advisor	HS	\$1,266

\*May be adjusted due to collective bargaining.

**Appointments – Marching Band**

Name	Position	*Stipend
Tanya Thomas	Front Group Instruction	\$1,100
David Bowen	Front Group Instruction	\$700
Don Burke	Music Instruction	\$1,000
Nick Follett	Music Instruction	\$700
Jessica Richards	M & M Instruction	\$800
Greg Maistros	Woodwind / M & M Instruction	\$1,500
Dominick Montalbano, Jr.	Drumline Instructor	\$1,000
Allison Rehn	Pit Instructor	\$1,000
Michael Longo	Drumline Assistant	\$200
Shannon Richards	Pit Assistant	\$200

**Appointments – Marching Band Cont.**

Name	Position	*Stipend
Brian Bonnell	M & M Instruction / Drill Design	\$2,500
Alyssa Jutting	M & M Instruction	\$300
Diamond Brown	Music Assistant	\$200
Jeff Burlew	Drumline / M & M Assistant	\$300

**Support Staff****End of Employment**

Name	Area	Effective
Laura Sears	Secretary II	08/14/12
Albert Russell	Custodian	07/24/12
Lexi McHenry	Teaching Assistant	08/31/12
Theresa Mastro	Teaching Assistant	08/21/12

**Appointments - Probationary**

Name	Area	*Salary	Effective
William Jaycox	PC LAN Technician	\$24.08	08/20/12
Michael Ward	Cleaner	\$9.60	08/06/12
Christin Thorpe	Teaching Asst.	\$9.60	09/04/12

**Transfers - Probationary**

Name	From	To	Effective
Brian Scheuer	School Lunch Cook	School Lunch Cook Mgr.	09/04/12
Barbara Kaminski	School Lunch Cook Mgr.	Food Service Worker	09/04/12
Marian Winter	Food Service Worker	School Lunch Cook	09/04/12

\*May be adjusted due to collective bargaining.

**Managerial Confidential Salaries 2012-2013**

Name	Position	Base Salary	Longevity	Final Salary	Effective
Burdick, Wendy	Treasurer	\$38,391	\$1,580	\$39,971	07/01/12
Daniels, David	Dir. of Transportation	\$63,135	-	\$63,135	07/01/12
Foulds, Stanley	Super. of Bldg & Grounds	\$58,798	-	\$58,798	07/01/12
Heggie, Cathie	Sr. Occupational Therapist	\$28,117	\$420	\$28,537	07/01/12
Lawton, Ruthann	School Psychologist	\$82,354	\$3,400	\$85,754	07/01/12
Moore, Leslie	School Psychologist	\$58,617	\$1,260	\$59,877	07/01/12
O'Reilly, MaryLu	Secty. to the Superintendent	\$34,998	-	\$34,998	07/01/12
Ortolano, Wendy	Physical Therapist	\$35,797	\$756	\$36,553	07/01/12
Parker, Jennifer	Sr. Occupational Therapist	\$55,710	\$1,260	\$56,970	07/01/12
Ryan, Susan	Food Service Director	\$39,140	-	\$39,140	07/01/12
Salvati, Pamela	Secty. to the Deputy Superintendent	\$45,286	\$1,580	\$46,866	07/01/12
Somich, Peter	Director of Informational Services	\$83,072	-	\$83,072	07/01/12
Strachman, Tricia	School Psychologist	\$46,882	\$420	\$47,302	07/01/12
Wennrich, Tim	Incarcerated Youth Teacher	\$44,478	\$672	\$45,150	07/01/12
Wennrich, Tim	BAE Program	\$5,627	-	\$5,627	07/01/12
Wightman, Rob	District Clerk	\$4,377	-	\$4,377	07/01/12
Willow, Kimberlea	Dir. of Human Resources	\$45,073	\$1,580	\$46,653	07/01/12
Willow, Kimberlea	Webmaster	\$5,538	-	\$5,538	07/01/12

**Managerial Confidential Salaries 2013-2014**

Name	Position	Base Salary	Longevity	Final Salary	Effective
Brown, Diana	Dispatch	\$28,840	-	\$28,840	07/01/13
Burdick, Wendy	Treasurer	\$39,351	\$1,580	\$40,931	07/01/13
Foulds, Stanley	Super. of Bldg & Grounds	\$60,268	-	\$60,268	07/01/13
Heggie, Cathie	Sr. Occupational Therapist	\$28,820	\$420	\$29,240	07/01/13
Lawton, Ruthann	School Psychologist	\$84,413	\$3,400	\$87,813	07/01/13
Moore, Leslie	School Psychologist	\$60,083	\$1,680	\$61,763	07/01/13
O'Reilly, MaryLu	Secty. to the Superintendent	\$35,873	-	\$35,873	07/01/13
Ortolano, Wendy	Physical Therapist	\$36,691	\$756	\$37,447	07/01/13
Parker, Jennifer	Sr. Occupational Therapist	\$57,102	\$1,680	\$58,782	07/01/13
Ryan, Susan	Food Service Director	\$40,119	-	\$40,119	07/01/13
Salvati, Pamela	Secty. to the Deputy Superintendent	\$46,418	\$1,940	\$48,358	07/01/13
Somich, Peter	Director of Informational Services	\$85,149	-	\$85,149	07/01/13
Strachman, Tricia	School Psychologist	\$48,054	\$840	\$48,894	07/01/13
Wennrich, Tim	Incarcerated Youth Teacher	\$56,434	\$840	\$57,274	07/01/13
Wennrich, Tim	BAE Program	\$5,767	-	\$5,767	07/01/13
Wickham, Kurt	Dir. of Transportation	\$78,280	-	\$78,280	07/01/13
Wightman, Rob	District Clerk	\$4,487	-	\$4,487	07/01/13
Willow, Kimberlea	Dir. of Human Resources	\$46,199	\$1,580	\$47,779	07/01/13
Willow, Kimberlea	Webmaster	\$5,677	-	\$5,677	07/01/13

**VII. CONSENT AGENDA** – Upon the recommendation of the Superintendent and on a motion by Dr. Horovitz, seconded by Mr. Murphy and carried 7-0, the Board of Education approved the following actions within the Consent Agenda:

- A. **BOCES Monthly Bill**
- B. **Special Education & Preschool Special Education Reports**
- C. **Treasurer's Report (February, March, April & May)**
- D. **Quarterly Central Treasurer's Report**

**VIII. ACTION ITEMS –**

- A. **REFUNDING BONDS** – Upon the recommendation of the Superintendent and on a motion by Mr. Owen, seconded by Mr. McBride and carried 7-0, the Board of Education adopted the Refunding Bond Resolution.
- B. **SCHOOL BREAKFAST PRICE INCREASE** – Upon the recommendation of the Superintendent and on a motion by Mr. McBride, seconded by Mr. Murphy and carried 7-0, the Board of Education approved the increase of \$.25 for breakfast in each building. The cost for breakfast will be \$1.25.
- C. **BOARD POLICY APPROVAL** – Upon the recommendation of the Superintendent and on a motion by Mr. Owen, seconded by Mr. Stagliano and carried 7-0, the Board of Education approved for Second Reading board policy: A203.4 – Terms and Conditions of Employment: Managerial Confidential and Non-Represented Employees.
- D. **DIGNITY ACT COORDINATORS** – Upon the recommendation of the Superintendent and on a motion by Mr. Morrone, seconded by Dr. Horovitz and carried 7-0, the Board of Education approved the following individuals as building-level Dignity for All Students Act Coordinators for the 2012-2013 school year:

<b>Stanford Gibson:</b>	<b>Elaina Van der Sommen &amp; Susan LaFever</b>
<b>Perry Browne:</b>	<b>Elizabeth Pizzuto</b>
<b>Middle School:</b>	<b>Art Rigas</b>
<b>High School:</b>	<b>Amanda Clark &amp; Kelly Collins-Colosi</b>

- E. BOCES CLASSROOM RENTAL AGREEMENT** – Upon the recommendation of the Superintendent and on a motion by Mr. Stagliano, seconded by Mr. Murphy and carried 7-0, the Board of Education approved the BOCES Classroom Rental Agreement. (Information is attached to the official minutes of the District.)
- F. OXFORD TRANSPORTATION CONTRACT** – Upon the recommendation of the Superintendent and on a motion by Mr. Owen, seconded by Mr. Morrone and carried 7-0, the Board of Education approved the transportation contract between Oxford Academy & Central School District and the Norwich City School District. (Information is attached to the official minutes of the District.)
- G. CONTRACT RATIFICATION** – Upon the recommendation of the Superintendent and on a motion by Mr. Owen, seconded by Mr. McBride and carried 7-0, the Board of Education ratified an agreement between the Superintendent and the Norwich Educational Support Staff Association covering the period of time from July 1, 2012 through June 30, 2015.
- H. COMMITTEE APPOINTMENTS** – Upon the recommendation of the Superintendent and on a motion by Dr. Horovitz, seconded by Mr. Stagliano and carried 7-0, the Board of Education appointed the following individuals as members of the Professional/Instructional Advisory Council for the 2012-2013 school year:

Building	Member	Position
Gibson	Dara Lewis Shawna Lawrence Fran Nial	Principal Teacher Teacher
Perry Browne	Jen Post Amy Marvin Deb Miner Kathleen Pfeifer	Principal Teacher Teacher Teacher
Middle School	Scott Ryan George Brown Jamie Carrier Shaundra Davis Jamie Dowdall Sue Ann Edwards Nat Emerson Kisten Fox Eric Korver Cody Osterhout Sarah Parker Art Rigas Samantha Sears Amy Spittler Danielle White Matt Wilson	Principal Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher Teacher
High School	Lisa Schuchman Kisten Giglio Scott Montreuil Bethany Stephens Eric Portelli Beth Nassar Kathie Marks Brenna Gray	Principal Assistant Principal Teacher Teacher Teacher Teacher Teacher Teacher

Building	Member	Position
District Office	Linda Callea	Teacher
	Iraina Gerchman	Dir. Inst. & Staff Dev.
	Mike Girgenti	Network Specialist
	Katherine McKeever	Dir. Special Programs
	Peter Somich	Dir. Technology
	Dawn Wenzel	Teacher
	Kim Willow	Dir. Human Resources

**IX. SUPERINTENDENT UPDATE** – (Information is attached to the official minutes of the District.)

**X. EXECUTIVE SESSION -**

On a motion by Mr. Morrone, seconded by Mr. Stagliano and carried 7-0, the Board of Education entered into Executive Session 7:28 p.m. to discuss employee history and at 8:00 p.m. to discuss **two level three grievances**, at which time Mr. Eric Cunningham, President, NEO; Ms. Kathleen Pfeifer, Vice-President, NEO; and Mr. Michael Rohrbach, NEO Union Rep. were asked to enter the meeting.

On a motion by Mr. Stagliano, seconded by Mr. Morrone and carried 7-0, the Board left Executive Session 9:01 p.m.

The Board returned to the Regular Meeting and on a motion by Mr. McBride, seconded by Mr. Owen and carried 7-0, the meeting was adjourned at 9:02 p.m.

  
Robert Wightman  
District Clerk

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